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HIGHLIGHTS OF READING, PA NATIONAL COMPENSATION SURVEY JANUARY 2002

Workers in the Reading metropolitan area averaged \$17.30 per hour during January 2002, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Sheila Watkins reported that white-collar workers averaged \$21.61 per hour and accounted for 43 percent of the workers in the area. Blue-collar employees averaged \$15.29 per hour and represented 43 percent of the workforce, while the remaining 14 percent worked in service occupations and earned \$11.24 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 119 firms representing 77,500 workers in the Reading, PA, metropolitan area, which includes Berks County in Pennsylvania. Eighty percent of those represented worked in private industry.

In the Reading metropolitan area, average hourly wages were published for 30 detailed occupations. (See table 1.) Among white-collar workers, registered nurses averaged \$22.56 per hour; accountants and auditors, \$15.92; and secretaries, \$14.63. Blue-collar occupations included industrial machinery repairers earning \$17.18 per hour, bus drivers at \$11.51, and stock handlers and baggers at \$8.72. In the service occupations, public service police and detectives averaged \$22.50 per hour; nursing aides, orderlies and attendants, \$11.14; and janitors and cleaners, \$10.83.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Reading metropolitan area averaged \$17.76 per hour and part-timers earned \$10.75. Union workers in blue-collar jobs averaged \$14.90 per hour, while their nonunion counterparts made \$15.56. Private industry workers at establishments employing 50-99 workers averaged \$14.54 per hour and those in establishments with 500 or more employees earned \$20.47.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Reading, PA National Compensation Survey January 2002 (Bulletin 3115-12). While supplies last, single copies of the bulletin are available from the Philadelphia Information Office by calling (215) 597-3282. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Philadelphia by dialing (215) 597-4153 and requesting documents 9720, 9721, 9722, 9723, and 9724.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Philadelphia Information Office at (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 to 3:30 p.m. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.30	3.1	\$16.05	3.8	\$23.26	4.1
All excluding sales	17.54	3.1	16.27	3.9	23.28	4.1
White collar	21.61	4.7	19.10	6.7	28.57	4.3
White collar excluding sales	22.71	4.5	20.26	6.7	28.61	4.3
Professional specialty and technical	27.01	3.1	21.71	4.1	33.97	3.5
Professional specialty	29.70	3.6	22.87	5.0	35.10	3.2
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	24.20	5.9	23.74	6.2	—	—
Registered nurses	22.56	1.1	22.50	.8	—	—
Teachers, college and university	48.11	4.7	—	—	—	—
Teachers, except college and university	36.11	1.4	—	—	36.32	1.3
Elementary school teachers	36.81	2.1	—	—	37.38	1.8
Secondary school teachers	35.95	1.8	—	—	35.95	1.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.96	7.5	20.21	7.8	—	—
Licensed practical nurses	16.56	3.7	—	—	—	—
Executive, administrative, and managerial	32.17	9.3	31.73	11.7	33.93	7.7
Executives, administrators, and managers	34.01	10.3	33.49	12.4	36.64	9.5
Managers and administrators, n.e.c.	31.12	7.7	30.89	7.8	—	—
Management related	23.85	10.9	21.46	16.9	28.20	8.2
Accountants and auditors	15.92	11.4	—	—	—	—
Sales	11.69	12.7	11.70	12.8	—	—
Sales workers, other commodities	14.15	16.9	14.15	16.9	—	—
Administrative support, including clerical	12.92	2.7	12.80	3.3	13.37	4.2
Secretaries	14.63	4.7	14.48	6.6	14.98	3.1
Order clerks	13.62	2.6	13.62	2.6	—	—
Bookkeepers, accounting and auditing clerks	13.69	7.0	13.26	10.0	—	—
Traffic, shipping and receiving clerks	12.16	4.3	12.16	4.3	—	—
Teachers' aides	9.74	7.2	—	—	9.74	7.2
Administrative support, n.e.c.	13.41	16.7	—	—	—	—
Blue collar	15.29	4.2	15.26	4.4	15.98	3.9
Precision production, craft, and repair	17.42	4.2	17.53	4.6	16.45	6.9
Industrial machinery repairers	17.18	4.6	17.18	4.6	—	—
Supervisors, production	19.95	4.5	19.95	4.5	—	—
Machine operators, assemblers, and inspectors	15.62	6.3	15.62	6.3	—	—
Fabricating machine operators, n.e.c.	12.40	8.7	12.40	8.7	—	—
Miscellaneous machine operators, n.e.c.	13.90	6.5	13.90	6.5	—	—
Welders and cutters	13.47	4.6	13.47	4.6	—	—
Assemblers	12.20	6.2	12.20	6.2	—	—
Transportation and material moving	17.29	8.4	17.46	8.8	15.51	2.8
Bus drivers	11.51	7.5	—	—	—	—
Excavating and loading machine operators	16.52	1.5	—	—	—	—
Industrial truck and tractor equipment operators ..	13.52	3.6	13.52	3.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.48	4.6	11.24	4.7	16.24	10.4
Production helpers	12.87	9.9	12.68	10.5	—	—
Stock handlers and baggers	8.72	2.3	8.72	2.3	—	—
Hand packers and packagers	11.66	5.6	11.66	5.6	—	—
Laborers, except construction, n.e.c.	11.58	4.2	11.51	4.4	—	—
Service	11.24	4.9	9.75	6.6	14.17	4.0
Protective service	18.97	3.8	—	—	19.15	3.8

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Protective service—Continued						
Police and detectives, public service	\$22.50	3.9	—	—	\$22.50	3.9
Food service	8.20	12.8	\$7.55	14.0	11.26	5.8
Waiters, waitresses, and bartenders	—	—	—	—	—	—
Other food service	9.37	12.3	8.84	14.0	11.26	5.8
Food preparation, n.e.c.	7.80	4.1	—	—	9.77	10.8
Health service	10.96	3.7	10.27	5.3	12.34	3.8
Nursing aides, orderlies and attendants	11.14	3.1	—	—	12.53	3.9
Cleaning and building service	11.38	4.7	11.11	6.8	12.09	4.4
Janitors and cleaners	10.83	4.3	9.91	5.2	11.82	4.5
Personal service	7.97	11.5	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Reading, PA, January 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.76	\$10.75	\$18.59	\$16.67	\$17.48	\$14.19
All excluding sales	17.89	11.59	18.59	16.99	17.73	13.80
White collar	22.32	13.58	28.58	19.53	21.74	15.85
White-collar excluding sales	23.06	17.19	28.61	20.70	22.73	—
Professional specialty and technical	27.50	22.08	32.35	22.18	27.01	—
Professional specialty	30.25	24.41	34.44	23.22	29.70	—
Technical	20.39	—	—	20.74	19.96	—
Executive, administrative, and managerial	32.16	—	—	32.47	32.17	—
Sales	13.62	6.79	—	11.70	10.43	16.27
Administrative support, including clerical	13.16	8.97	14.28	12.72	12.93	—
Blue collar	15.43	9.43	14.90	15.56	15.41	13.64
Precision production, craft, and repair	17.42	—	18.50	17.05	17.76	—
Machine operators, assemblers, and inspectors	15.69	—	12.85	16.72	16.00	11.05
Transportation and material moving	17.62	—	17.72	16.62	17.30	—
Handlers, equipment cleaners, helpers, and laborers	11.63	7.80	12.83	9.79	11.45	—
Service	12.04	7.13	13.60	10.02	10.85	—
	Relative error ⁶ (percent)					
All occupations	3.1	10.6	3.9	4.3	3.2	6.0
All excluding sales	3.1	11.5	3.9	4.4	3.2	5.4
White collar	4.6	14.6	4.3	6.4	4.8	15.6
White-collar excluding sales	4.7	11.0	4.3	6.4	4.5	—
Professional specialty and technical	3.4	8.7	4.2	4.2	3.1	—
Professional specialty	3.8	8.1	3.7	5.2	3.6	—
Technical	7.5	—	—	7.8	7.5	—
Executive, administrative, and managerial	9.3	—	—	9.8	9.3	—
Sales	9.8	8.2	—	12.8	13.1	15.5
Administrative support, including clerical	2.7	4.6	4.3	3.1	2.7	—
Blue collar	4.1	4.9	7.4	5.2	4.4	7.8
Precision production, craft, and repair	4.2	—	7.0	4.1	4.5	—
Machine operators, assemblers, and inspectors	6.3	—	3.6	7.5	6.3	13.0
Transportation and material moving	7.9	—	11.5	9.3	8.8	—
Handlers, equipment cleaners, helpers, and laborers	4.7	7.2	4.1	5.1	4.6	—
Service	4.0	13.5	4.5	6.7	5.0	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Reading, PA, January 2002**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$16.05	\$14.54	\$16.22	\$14.09	\$20.47
All excluding sales	16.27	14.32	16.49	14.34	20.55
White collar	19.10	18.59	19.14	16.48	22.59
White-collar excluding sales	20.26	19.51	20.30	17.98	22.81
Professional specialty and technical	21.71	—	21.71	19.86	23.51
Professional specialty	22.87	—	22.89	21.43	—
Technical	20.21	—	20.21	16.79	—
Executive, administrative, and managerial	31.73	33.98	31.53	26.30	—
Sales	11.70	—	10.47	10.03	—
Administrative support, including clerical	12.80	11.05	12.96	13.04	12.84
Blue collar	15.26	13.88	15.46	13.90	18.64
Precision production, craft, and repair	17.53	17.34	17.64	17.29	—
Machine operators, assemblers, and inspectors	15.62	11.87	16.04	12.26	—
Transportation and material moving	17.46	—	17.95	17.82	—
Handlers, equipment cleaners, helpers, and laborers	11.24	9.33	11.38	11.12	—
Service	9.75	—	9.95	9.98	—
	Relative error ⁴ (percent)				
All occupations	3.8	9.0	4.1	4.4	7.0
All excluding sales	3.9	9.8	4.1	4.4	7.1
White collar	6.7	16.0	7.2	5.6	11.8
White-collar excluding sales	6.7	21.7	7.0	4.2	11.9
Professional specialty and technical	4.1	—	4.1	4.7	5.4
Professional specialty	5.0	—	5.1	5.9	—
Technical	7.8	—	7.8	3.7	—
Executive, administrative, and managerial	11.7	23.4	12.7	8.8	—
Sales	12.8	—	12.8	13.3	—
Administrative support, including clerical	3.3	10.7	3.4	3.2	7.0
Blue collar	4.4	6.6	4.8	6.8	5.5
Precision production, craft, and repair	4.6	9.9	4.7	5.3	—
Machine operators, assemblers, and inspectors	6.3	9.8	6.5	3.2	—
Transportation and material moving	8.8	—	8.1	11.6	—
Handlers, equipment cleaners, helpers, and laborers	4.7	8.8	4.9	6.4	—
Service	6.6	—	5.9	6.1	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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